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**Grace Peterson Nursing Research Colloquium**

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## **Exploring the Barriers for Hispanics Pursuing Careers in Nursing**

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# Exploring the Barriers for Hispanics Pursuing Careers in Nursing

## An Integrative Literature Review



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## Introduction

As the Hispanic population continues to be on the rise, the need to diversify the nursing healthcare workforce to mirror the nation's change is vital. The research establishes that although there are 58.9 million Hispanics living in the U.S., there is only an astonishing 7.2% of Hispanic nurses who are currently practicing the profession. Hispanic nurses who are bilingual can provide culturally sensitive nursing care to this emerging population. Therefore, the need to adequately supply healthcare professionals that reflects other racial/ethnic composition of the population is essential.

## Objective

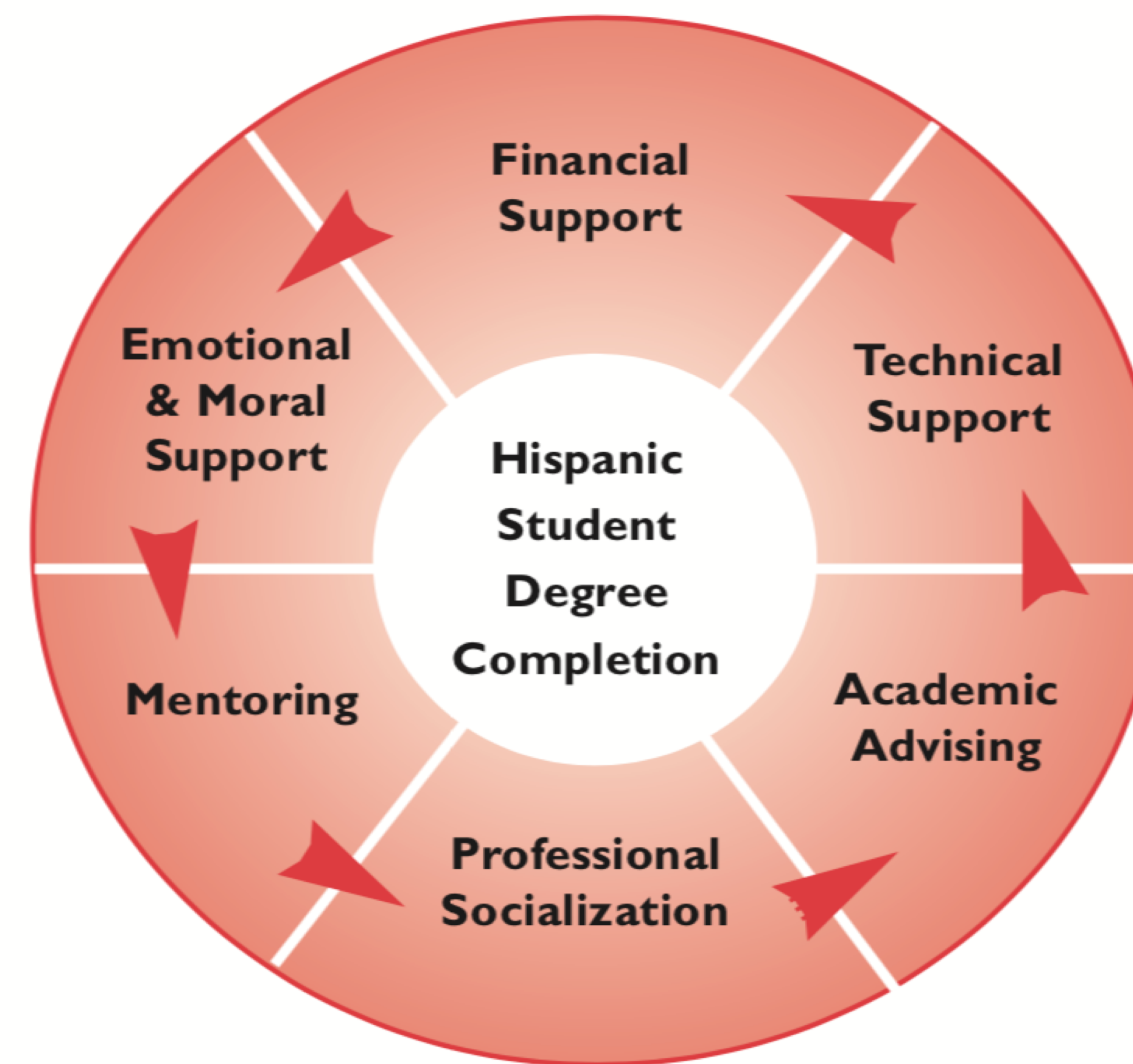
To identify barriers that prevent Hispanics from pursuing a career in nursing. Addressing these barriers can provide suggestions to help increase the number of bilingual and bicultural Hispanic nurses.

## Methods

This integrative literature review is guided by Torraco was conducted using PubMed, CINAHL, ProQuest, SAGE, and DePaul Worldcat Local search engine.

The terms used were: Latino, Hispanic, nursing career, barrier, nurse, registered nurse, nursing students, and perspective.

Figure. Model of Institutional Support for Hispanic Student Degree Completion



The conceptual framework used in this review was the Adapted Model of Institutional Support by (Bond et. al., 2008) to further explore the barriers that prevent Hispanics from pursuing a career in the nursing field.

## Findings

Research reflects that six fundamentals barriers have been the reason for low numbers of Hispanic, nursing professionals. Those reasons are: financial support, emotional and moral support, mentoring, professional socialization, academic advising, and technical support.

- ❖ **Financial Support:** Lack of financial aid application assistance, ineligibility for financial aid due to legal status, restricted financial support due to other additional expenses apart from tuition costs.
- ❖ **Emotional & Moral Support:** Difficult balancing school work and family responsibilities, lack of family encouragement due to gender roles
- ❖ **Mentorship:** Shortage of role models, lack of student-mentor relationships
- ❖ **Professional Socialization:** Lack of time and availability to join professional organizations.
- ❖ **Academic Advising:** Lack of proper counseling guided to minorities, lack of adequate information about the various nursing curriculums
- ❖ **Technical Support:** Lack of access to computers in their schools



## Implications

- ❖ To increase diversity in the workforce to decrease nursing shortage while increasing culturally competent care. Thus, enhancing nursing competencies.
- ❖ To increase bilingual nurses to be able to communicate with the largest minority group, Hispanics. This will positively affect the nursing workforce and improve patient outcomes.
- ❖ To promote the nursing career at career fairs in high schools and colleges.
- ❖ To improve involvement of Hispanic nurses within their communities to encourage Hispanic students to pursue a career in nursing.
- ❖ To increase resources and funding to prospective Hispanic nursing students.
- ❖ To increase acknowledgement in nursing preceptors to create a valuable relationship with their students. Therefore, create mentorship programs.

## Conclusion

The nursing profession is experiencing a shortage, but the shortage of Hispanic nurses is even greater. Thus, addressing and understanding the six main barriers can help better support and prepare Hispanic nursing students to ensure their success in completing their nursing program. If the need is met, then this could decrease the nursing shortage and help to create a more diverse workforce. Additionally, this would also increase culturally competent care that will improve patient outcomes.